

EXHIBIT C

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REPORTER'S RECORD
VOLUME 1 OF 1 VOLUMES
IN THE MATTER OF THE ARBITRATION OF:
SHERWIN TYRELL WRIGHT)
)
GRIEVANT,)
)
VS.)
)
CHEVRON PHILLIPS CHEMICAL)
COMPANY)
)
EMPLOYER)
)
)
)
)

ARBITRATION HEARING

BE IT REMEMBERED that on June 10, 2015, the
following proceedings came on to be heard in the
above-entitled and numbered cause before the Honorable
T. Zane Reeves, Ph.D, Arbitrator presiding, held in
Houston, Harris County, Texas;
Proceedings reported by computerized
stenotype machine; Reporter's Record produced by
computer-assisted transcription.

1 A P P E A R A N C E S

2
3 FOR THE UNION:

4 Patrick M. Flynn
Hale Cullom
5 BLAKENEY FLYNN & MUMEY
1225 N. Loop West, Suite 1000
6 Houston, Texas 77091
Tel: 713.861.6163
7 Fax: 713.222.9114
E-mail: pat@pmfpc.com

8
9 FOR THE EMPLOYER:

10 Marlene C. Williams
JACKSON WALKER LLP
11 1401 McKinney, Suite 1900
Houston, Texas 77010
12 Tel: 713.752.4447
Fax: 713.308.4171
13 E-mail: Mcwilliams@jw.com

14
15 ALSO PRESENT:

Karen R. Monroe
Senior Counsel/Chevron Phillips

16
Lisa Laurin
17 HR Manager/Chevron Phillips
18 April Danford
HR Business Partner/Chevron Phillips

19
Michael Reedy
20 Chief Steward IBEW Local 716
21 D. Dale Wortham/IBEW Local 716
Bob Priest/IBEW Local 716
22 Carlos Villarreal/IBEW Local 716

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1 MS. WILLIAMS: No further questions.

2 THE ARBITRATOR: Thank you for your time
3 here today, Mr. Smith.

4 MS. WILLIAMS: Thank you.

5 THE WITNESS: Bye-bye.

6 THE ARBITRATOR: We'll take a five-minute
7 break.

8 (A break was taken from 11:12 a.m. to
9 11:21 a.m.)

10 (Oath administered; witness sworn.)

11 THE ARBITRATOR: Will you give us your
12 full name for the record?

13 THE WITNESS: Virginia Hubbard.

14 THE ARBITRATOR: Spell your last name,
15 please.

16 THE WITNESS: H-U-B-B-A-R-D.

17 THE ARBITRATOR: And what is your job
18 title or place of employment?

19 THE WITNESS: I'm currently retired.

20 THE ARBITRATOR: Okay. And where was
21 your former place of employment?

22 THE WITNESS: Chevron Phillips Chemical
23 Company.

24 THE ARBITRATOR: Ms. Williams?
25

1 VIRGINIA HUBBARD,
2 having been first duly sworn, testified as follows:

3 DIRECT EXAMINATION

4 BY MS. WILLIAMS:

5 Q. Hello Ms. Hubbard. My name is Marlene
6 Williams, and I represent the Company in this matter.
7 As you can see, we have a court reporter here who's
8 going to take down my questions and your answers.

9 So if you'll allow me to finish my
10 questions before you start to answer, that will make her
11 job easier, okay?

12 A. Okay.

13 Q. And if you'll speak up and provide oral
14 responses as opposed to shaking your head or nodding
15 your head or saying "uh-huh" or "huh-uh" so that the
16 transcript can accurately reflect your testimony, okay?

17 A. Yes.

18 Q. Okay. You've indicated that you're retired,
19 correct?

20 A. Yes.

21 Q. Recently?

22 A. Yes.

23 Q. As of when?

24 A. June 4th, 2015.

25 Q. Congratulations.

1 happened next with respect to your investigation?

2 A. There was a second meeting.

3 Q. With Mr. Wright?

4 A. With Mr. Wright.

5 Q. Okay. Who attended that second meeting?

6 A. The second meeting was Keith Brabenec again,
7 David Higgins, myself, and Darren Barnes; who was the
8 electrical supervisor.

9 Q. So it was Mr. Wright, Mr. Brabenec,
10 Mr. Higgins, yourself and Mr. Barnes at this second
11 meeting?

12 A. Yes.

13 Q. And when did the second meeting take place in
14 relation to the first meeting?

15 A. The next day.

16 Q. What was the purpose of the second meeting?

17 A. Was to review, again, the details that had
18 been talked about in the first meeting and to ask the
19 questions again that he had basically asked on the first
20 day. Just to be sure that he had all the details.

21 Q. And by "he" you're referring to --

22 A. I'm sorry. Mr. Brabenec, Keith Brabenec.

23 Q. Did Mr. Wright -- do you recall any comments
24 that Mr. Wright made during this meeting?

25 A. Again, he said that he just did not, you know,

1 pay enough attention. Mr. Brabenec asked him if he was
2 confused, did he ask -- if he had any confusion, did he
3 ask anyone or did he go to his supervisors and ask his
4 supervisors if -- you know, about anything. Mr. Wright
5 responded no.

6 Q. As a part of your investigation, did you
7 discover any fact that suggested that Mr. Wright was
8 confused about the instructions on the isolation list?

9 A. No.

10 Q. Did Mr. -- apart -- I asked you whether he had
11 any comments. Do you recall him asking -- Mr. Wright
12 asking any questions during this meeting?

13 A. The only question that he asked was he said
14 that he couldn't remember the name of the operator that
15 had -- that had been working with him.

16 And also that during that -- the second
17 day of the investigation, Mr. Brabenec had found out the
18 name of the person, the operator that had went over with
19 Mr. Wright to do the work. And one of the questions
20 that Mr. Brabenec asked Mr. Wright was that Mr. -- that
21 the operator stated that -- that he was there when
22 Mr. Wright signed off on the isolation list.

23 And he said that he had to go back and get
24 some -- some more tools to come back to finish the job.
25 And Mr. Wright denied that he said that.

1 Q. So Mr. Brabenec had learned as a part of the
2 investigation that the operator said that Mr. Wright
3 needed to go get some tools?

4 A. Told him that he was going to get some tools
5 and that he would return. But he never saw him return.

6 Q. Do you recall any other questions or comments
7 from Mr. Wright during the second meeting?

8 A. No. Nothing other than what he said earlier.

9 Q. What happened with respect to your
10 investigation after the second meeting?

11 A. After the second meeting, I was called by the
12 operations superintendent and his name is Brian Kubsch.

13 MR. FLYNN: I couldn't hear?

14 THE WITNESS: His name a Brian Kubsch,
15 K-U-B-S-C-H. He's the Plant 8 Operations
16 Superintendent.

17 BY MS. WILLIAMS:

18 Q. You said that you were called by him?

19 A. I was called by him --

20 Q. Okay.

21 A. -- to come to his office to meet with the
22 operator that had been working with Mr. Wright. And the
23 operator was Billy Donnell.

24 THE ARBITRATOR: Can you spell the last
25 name, please?

1 THE WITNESS: D-O-N-N-E-L-L, Donnell.

2 BY MS. WILLIAMS:

3 Q. So as a part of your investigation, you also
4 met with the operator --

5 A. Yes.

6 Q. -- Billy Donnell?

7 A. Yes.

8 Q. And what was your discussion with Mr. Donnell?
9 Can you describe that for us?

10 A. Brian Kubsch led the conversation in asking
11 him to go over the sequence of what happened when he and
12 Tyrell went over to the -- it's called the MCC. I think
13 that was where the work was supposed to be done.

14 And so -- and asked them the questions.
15 And that's where Billy Donnell told him what happened.
16 And he said that he told -- Mr. Wright said he had to go
17 back and get some tools; and that, you know, he did the
18 de-energizing, that he had to go and get some tools and
19 that -- some other tools and that he would be back.

20 Q. So according to Mr. Donnell, Mr. Wright had
21 indicated that he had done the de-energizing part,
22 correct?

23 A. Correct.

24 Q. That he had to go and get some tools to -- and
25 then would return to complete the task, correct?

1 A. Yes.

2 Q. What else did Mr. Donnell say about this?

3 A. Basically, that was it. And he just said that
4 he never saw him come back. And so that was his only
5 involvement with it.

6 Q. After your meeting with Mr. Donnell, what
7 happened next with respect to your investigation of this
8 issue?

9 A. I met with my supervisor, Lisa Laurin, HR
10 Manager.

11 Q. Do you normally -- did you feel like at that
12 point when you met with Ms. Laurin that you had
13 completed your fact finding?

14 A. Yes.

15 Q. Is that -- is it normal for you at this point
16 to meet with Ms. Laurin to discuss the investigation?

17 A. Yes.

18 Q. And what did you discuss with Ms. Laurin?

19 A. I discussed with her the information that we
20 had received in the meetings and -- on both days of the
21 meetings; of what had happened and that who was
22 involved, the employees, you know, that was involved.

23 And also kind of gave a brief description
24 of what had -- what had been told to us and what had
25 happened and who the witnesses were.

REPORTER'S CERTIFICATE

THE STATE OF TEXAS)
COUNTY OF HARRIS)

I, TOYLORIA LANAY HUNTER, Certified Court Reporter
in and for the Harris County, State of Texas, do hereby
certify that the above and foregoing contains a true and
correct transcription of all portions of evidence and
other proceedings requested in writing by counsel for
the parties to be included in this volume of the
Reporter's Record, in the above-styled and numbered
cause, all of which occurred in an Arbitration Hearing
and were reported by me.

I further certify that this Reporter's Record of the
proceedings truly and correctly reflects the exhibits,
if any, admitted by the respective parties.

WITNESS MY OFFICIAL HAND this the 25th day of June,
2015.



TOYLORIA LANAY HUNTER

Texas CSR No. 7978

Expiration Date: 12/31/2015

US LEGAL SUPPORT

FIRM REGISTRATION NO.

363 N. Sam Houston Parkway East
Suite 1200

Houston, Texas 77060

Tel: 713.653.7100

Fax: 713.653.7144